

MINUTES OF THE
PERSONNEL COMMITTEE
TUESDAY DECEMBER 9, 2008

At a meeting of the **Personnel Committee**, held Tuesday, December 9, 2008, in the Board Room, on the 9th Floor of the Administration Building, Mount Clemens, the following members were present:

Camphous-Peterson-Chair, Brdak, Brown, Bruley, Crouchman, DeSaele, DiMaria, Doherty, Drolet, Duzyj, D. Flynn, J. Flynn, Gielegghem, Mijac, Rengert, Roberts, Rocca, Sauger, Slinde, Switalski, Szczepanski, Tocco, Torrice and Vosburg.

Absent and excused were Haggerty and Lund.

There being a quorum of the committee present, Chair Camphous-Peterson called the meeting to order at 9:10 a.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

AGENDA

MOTION

A motion was made by DiMaria, supported by Szczepanski, to adopt the agenda, as amended to include #14a. **The Motion Carried.**

MINUTES

MOTION

A motion was made by DiMaria, supported by Duzyj, to approve the August 11, September 11 (special) and September 22, 2008 minutes of this committee, as written. **The Motion Carried.**

PUBLIC PARTICIPATION

Lynn Davidson, Director, Friend of the Court
Dolores McDugall, Facilities and Operations Department Employee

RECOGNITION OF RECENT RETIREES

The following individuals were present:

Jodi Pace	25 years
Dolores McDougall	8 years 5.4 months
Roy Fagg	22 years 4.7 months
Anita McMillan	27 years 7.0 months
Elizabeth Slinde	30 years .4 months
Philis DeSaele	20 years 5.0 months

The following individuals were unable to be present:

Leanore Pierce	10 years 1.3 months
Glenn Fuhs	31 years 10.2 months
Lidia Benedettini-Dent	27 years 11.4 months
Leonard Haggerty	10 years
Janet Haggerty	8 years 10.4 months
Linda Hartman	9 years 10.8 months

RECONFIRMATION OF VACANCIES

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY J. FLYNN, SUPPORTED BY BRDAK, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION OF THE FOLLOWING VACANCIES:

ONE CASE MANAGER	COMMUNITY MENTAL HEALTH
ONE PERSONAL PROPERTY TAX COLLECTOR	TREASURER
ONE UNIT MANAGER	MARTHA T. BERRY
TWO CORRECTIONS OFFICERS	SHERIFF

The following Commissioners spoke: Szczepanski, Bruley and Doherty.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED.**

REPORT ON THE MACOMB/ST. CLAIR EMPLOYMENT & TRAINING AGENCY FOR 2007-2008

MOTION

A motion was made by Szczepanski, supported by Drolet, to receive and file the Macomb/St. Clair Employment & Training Agency Progress Report for 2007-2008.

The following Commissioners spoke: Mijac and Doherty.

Chair Camphous-Peterson called for a vote on the motion and **The Motion Carried.**

**RECOMMEND THE CONTINUATION OF A HIRING FREEZE FOR POSITIONS
VACATED AFTER JANUARY 1, 2009 THROUGH DECEMBER 31, 2009**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SZCZEPANSKI, SUPPORTED BY VOSBURG, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE CONTINUATION OF A HIRING FREEZE FOR POSITIONS VACATED AFTER JANUARY 1, 2009 THROUGH DECEMBER 31, 2009, EXCLUDING POSITIONS IN WHICH DUTIES AND RESPONSIBILITIES ARE PERFORMED ON A 24/7 BASIS AND POSITIONS THAT ARE FUNDED AT 50% OR MORE FROM GRANT OR EXTERNAL FUNDING SOURCES. **THE MOTION CARRIED.**

**RECOMMEND THE DISCONTINUATION OF THE ALTERNATIVE WORK
SCHEDULE PROGRAM**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY BRULEY, SUPPORTED BY SWITALSKI, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE DISCONTINUATION OF THE ALTERNATIVE WORK SCHEDULE PROGRAM.

The following Commissioners spoke: Slinde, Switalski, Camphous-Peterson and Rengert.

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY DiMARIA, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE EXTENSION OF THE ALTERNATIVE WORK SCHEDULE PROGRAM TO DECEMBER 31, 2009.

The following Commissioner spoke: Doherty.

Commissioner Bruley offered a friendly amendment: THAT A REPORT BE PROVIDED NEXT MONTH ON THE IMPACT OF THIS PROGRAM ON HARMONIZING THE OPENING AND CLOSING OF BUILDINGS AND WHEN SECURITY IS NEEDED. It was accepted by the maker and supporter.

The following Commissioners spoke: Vosburg, Drolet, Crouchman and Rengert.

Chair Camphous-Peterson called for a vote on the motion, as amended, and **THE MOTION CARRIED.**

RECOMMEND EXTENSION OF THE VOLUNTARY FOUR-DAY WORKWEEK PROGRAM

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY J. FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE EXTENSION OF THE VOLUNTARY FOUR-DAY WORKWEEK PROGRAM.

The following Commissioner spoke: Vosburg.

Commissioner Bruley offered a friendly amendment: THAT A REPORT BE PROVIDED NEXT MONTH ON THE IMPACT OF THIS PROGRAM ON HARMONIZING THE OPENING AND CLOSING OF BUILDINGS AND WHEN SECURITY IS NEEDED. It was accepted by the maker and supporter.

Chair Camphous-Peterson called for a vote on the motion, as amended, and **THE MOTION CARRIED.**

RECOMMEND THAT 2009 ACROSS-THE-BOARD WAGE INCREASES NOT BE IMPLEMENTED FOR NON-UNION EMPLOYEES

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY VOSBURG, SUPPORTED BY DROLET, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THAT 2009 ACROSS-THE-BOARD WAGE INCREASES NOT BE IMPLEMENTED FOR NON-UNION EMPLOYEES. **THE MOTION CARRIED.**

ADOPTION OF PAY RESOLUTIONS FOR ELECTED OFFICIALS FOR 2009 AND 2010

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DiMARIA, SUPPORTED BY DUZYJ, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT A RESOLUTION ESTABLISHING SALARIES AND COMPENSATION IN LIEU OF FEES FOR ELECTED COUNTY OFFICIALS AND PER DIEM RATES FOR COUNTY BOARDS AND COMMISSIONS AND PROVIDING FOR COUNTY SUPPLEMENTARY PAY BENEFITS FOR CIRCUIT COURT, PROBATE COURT AND CERTAIN DISTRICT COURT JUDGES AND TO PROVIDE PAYMENT FOR SAME OUT OF THE GENERAL FUND FOR THE YEARS 2009 AND 2010. **THE MOTION CARRIED.**

**ADOPTION OF RESOLUTION ESTABLISHING SALARIES AND FRINGE BENEFITS
FOR MACOMB COUNTY ROAD COMMISSIONERS FOR 2009 AND 2010**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DiMARIA, SUPPORTED BY DROLET, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT A RESOLUTION ESTABLISHING SALARIES AND COMPENSATION IN LIEU OF FEES FOR MACOMB COUNTY ROAD COMMISSIONERS FOR THE YEARS 2009 AND 2010.

Commissioner Brdak offered the following amendments:

FIRST LINE OF PARAGRAPH B SHOULD READ: THE COUNTY ROAD COMMISSIONER SHALL NOT RECEIVE ANY OF THE FRINGE BENEFITS AS OTHER NON-UNION COUNTY ROAD COMMISSION EMPLOYEES AND SHALL EXCLUDE ANY COST OF LIVING (COLA) PROVIDED TO THEM.

ADD AS SECOND SENTENCE: FURTHER, THE BOARD OF COMMISSIONERS RECOMMENDS THAT NO ROAD COMMISSION OWNED VEHICLES, MILEAGE REIMBURSEMENT OR VEHICLE EXPENSES FOR PERSONAL USE BE PROVIDED TO A ROAD COMMISSIONER.

They were accepted by the maker and supporter.

The following Commissioner spoke: DeSaele.

Chair Camphous-Peterson called for a vote on the motion to adopt the resolution, as amended, and **THE MOTION CARRIED.**

**AMENDMENT TO RESOLUTION ESTABLISHING SALARIES AND COMPENSATION
IN LIEU OF FEES FOR MACOMB COUNTY COMMISSIONERS**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DiMARIA, SUPPORTED BY DUZYJ, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS AMEND RESOLUTION 2008-67 (ESTABLISHING SALARIES AND COMPENSATION IN LIEU OF FEES FOR MACOMB COUNTY COMMISSIONERS) AS FOLLOWS:

PARAGRAPH A. CHANGE FOUR ABSENCES TO EIGHT;

ADD TO SECOND PAGE: G: UP TO ONE WEEK OF FAMILY BEREAVEMENT FOR COUNTY COMMISSIONERS.

The following Commissioners spoke: DiMaria, Rocca, Drolet, Duzyj, Torrice, Crouchman and Vosburg.

Commissioner Doherty requested separation of the two items.

Absences

Chair Camphous-Peterson asked that the Board Chairman and Vice-Chairman be excluded from any reduction due to an absence. It was accepted by the maker and supporter.

A ROLL CALL VOTE WAS TAKEN AS FOLLOWS:

VOTING YES WERE BRDAK, BRULEY, CROUCHMAN, DiMARIA, J. FLYNN, GIELEGHEM, MIJAC, SAUGER, SWITALSKI, TOCCO, TORRICE, DUZYJ AND CAMPHOUS-PETERSON. THERE WERE 13 "YES" VOTES.

VOTING NO WERE BROWN, DeSAELE, DOHERTY, DROLET, D. FLYNN, RENGERT, ROBERTS, ROCCA, SLINDE, SZCZEPANSKI AND VOSBURG. THERE WERE 11 "NO" VOTES.

THE MOTION CARRIED.

Bereavement Policy

AMENDMENT

A MOTION WAS MADE BY DROLET, SUPPORTED BY DOHERTY, TO INCLUDE THE FOLLOWING BEREAVEMENT POLICY WHICH WOULD REFLECT WHAT COUNTY EMPLOYEES RECEIVE: AN ADDITIONAL THREE ABSENCES PER YEAR DUE TO THE DEATH OF A MOTHER, FATHER, SPOUSE OR CHILD AND ONE ADDITIONAL ABSENCE PER YEAR DUE TO THE DEATH OF A MOTHER OR FATHER-IN-LAW, BROTHER OR SISTER WITHOUT REDUCING HIS/HER SALARY.

The following Commissioners spoke: Bruley and Drolet.

Chair Camphous-Peterson called for a vote and **THE MOTION CARRIED WITH BRULEY, CAMPHOUS-PETERSON, DiMARIA, DUZYJ, RENGERT, SWITALSKI AND TORRICE VOTING "NO."**

EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS

MOTION

A motion was made by Slinde, supported by Drolet, to enter into Executive Session for the purpose of discussing labor negotiations. **The Motion Carried.**

In accordance with the motion, committee entered Executive Session at 10:27 a.m., with it concluding at 11:33 a.m.

NEW BUSINESS

The following Commissioner spoke: Tocco.

MOTION

A motion was made by Doherty, supported by Vosburg, to suspend the rules to allow action to be taken regarding the Community Services Agency. **The Motion Carried.**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY TOCCO, SUPPORTED BY DUZYJ, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS AUTHORIZE THE COMMUNITY SERVICES AGENCY TO IMMEDIATELY REHIRE ONE PART-TIME TEMPORARY FIELD WORKER AND ONE PART-TIME TEMPORARY ASSISTANT FIELD WORKER.

The following Commissioner spoke: Doherty.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED.**

ADJOURNMENT

MOTION

A motion was made by Duzyj, supported by Rengert, to adjourn the meeting at 11:40 a.m. **The Motion Carried.**

Corinne Bedard
Committee Reporter